

CHAPTER 2

I. SUMMARY OF FINDINGS RELATED TO LOCAL PUBLIC HEALTH AGENCY WORKFORCE

Local public health agencies in Missouri employ 3357 individuals, 81% of whom work full-time. Employee benefits for these individuals are noteworthy with 93% of full-time employees covered by health insurance and nearly 100% having sick and vacation leave. Ninety percent of full-time staff in local public health agencies have an available retirement program. Twenty-five percent (25%) of agencies provide tuition reimbursement and 39% of agencies pay for other continuing education for their staff. (See Graph 9.A. and Data Tables 9.A. & 9.B.1.)

Infrastructure survey questions gathered information regarding fundamental groups that make up the public health workforce. Survey questions did not take account of approximately 1000 local public health agency employees working in positions such as middle management, program coordination, personal care, accounting, information systems, epidemiology and other fields.

Fifty percent (50%) of administrators devote all of their time to administrative duties and an additional 25% spend at least three-quarters of their time on administration. The range of educational levels of administrators is wide, from 6% with high school education to 24% with master's or doctorate degrees. A bachelor's degree is the level of education attained by the greatest number of administrators (26%). (See Graphs 9.C.1. & 9.C.1.a. and Data Tables 9.C.1. & 9.C.1.a.)

Nurses represent the largest category of local agency staff with a total of 856 or 25% of the total. Most (88%) are registered nurses, 12% are licensed practical nurses. Seventy-nine percent (79%) of nurses work full-time. The majority of agencies (68%) pay their registered nurses an average annual salary of \$25,000 to \$35,000. A total of 429 nurses reportedly are practicing population based nursing according to the definition provided in the survey. Thirty-seven nurses are working on a higher degree and 80 reportedly have completed a course in the principles of public health nursing. (See Graphs 9.C.2. & 9.C.2.a. and Data Tables 9.C.2., 9.C.2.a., 9.C.2.b., & 9.C.2.c.)

Environmental public health specialists represent a large volume (10%) of local agency staff with a total of 328. The majority of environmental health staff has a bachelor's degree and 84% are employed full-time. The majority of agencies (62%) pay environmental staff an average annual salary from \$25,000 to \$35,000. Twenty-six environmental health workers are reported to have national registration. (See Graph 9.C.3 and Data Tables 9.C.3., 9.C.3.a., 9.C.3.b. & 9.C.3.c.)

There are 128 nutritionists and 20 dieticians employed in local public health agencies. Fifty percent (50%) of staff in these positions work part-time. The majority (81%) of nutritionist and dieticians have bachelor's degrees. Their average annual salary range is wide, from less

than \$20,000 to greater than \$45,000. (See Graphs 9.C.4 & 9.C.5. and Data Tables 9.C.4, 9.C.4.a., 9.C.5. & 9.C.5.a.)

About 50% of local public health agencies employ health educators. Of the 97 individuals working as health educators, 66% have a bachelor's degree and 21% have a master's or doctorate degree. Eighteen health educators (19%) have reportedly achieved certification in community health education. (See Graph 9.C.6. and Data Tables 9.C.6. & 9.C.6.a.)

Fifteen local public health agencies employ social workers. Seventy-eight percent of social workers work full-time. Fifty-nine percent (59%) have a master's degree and the remainder have a bachelor's degree. Four social workers working in local public health agencies are licensed. (See Data Tables 9.C.7 & 9.C.7.a.)

Clerical support staff comprises a large portion of the local public health agency workforce. The 693 individuals are primarily full-time employees (87%) and are the lowest paid, with 60% earning less than \$20,000 annually. (See Data Tables 9.C.8 & 9.C.8.b.)

Physicians working for local public health agencies are most likely not on staff, with only 44 being full or part-time employees. An additional 102 physicians are available as consultants for local health agencies, as volunteers or on retainer. (See Graph 9.C.9 and Data Table 9.C.9.)

Only 4 dentists are paid employees of local public health agencies. However, an additional 34 are available either on retainer or as volunteers. (See Graph 9.C.10 and Data Table 9.C.10.)